

2025  
**SUSTAINABILITY  
REPORT**

*Shaped for your success*





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*Sustainability Report 2025*

## SOME WORDS FROM OUR CEO

*about the past year...*

2025 was a strong year for Sigma Polymer Group, with sales increasing by just over 5%. During the year, we have participated in 3 trade shows, Elmia in Sweden, Alihankinta in Finland, and Metstrade in Netherlands.

This year was also a year where we took steps to strengthen our Group and portfolio by finalizing the acquisition of a rubber and polyurethane roller coating plant in Pori, Finland, and additionally started negotiations on another acquisition for 2026! These acquisitions support our continuous growth and broaden our capabilities.

Our sustainability work continued steadily throughout the year. We maintained our EcoVadis Bronze rating with an improved score, remained at a B level in CDP with consistent results, and continued to use our existing SAQ assessment.

We have had different milestones and focus points for our different plants for 2025 but we are especially proud as Sigma Polymer Group that we were able to celebrate being named Saaremaa Company of the Year for 2025! The engagement and dedication of our team gives me confidence that we will continue our successful journey in the years ahead.

*Magnus Cedergren*

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# SIGMA POLYMER GROUP: AT A GLANCE IN 2025

We are a manufacturer and subcontractor, specialized in a full range of high quality polymer solutions that offers a broad material portfolio, leading-edge R&D, superior mold design, and global customer support. We offer a collaborative journey from idea to creation. From material selection to tool design, we guide you through the process, ensuring the end result meets your exact specifications.

## LOCATIONS

### Örebro, Sweden

Core competence: Food Compliant Applications  
Key segment: Processing Equipment  
Plant established: 1946

### Havdhem, Sweden

Core competence: Polyurethane Casting & Mixing  
Key segment: Mining & Construction  
Plant established: 1974

### Laxå, Sweden

Core competence: Silicone Extrusion  
Key segment: Medical  
Plant established: 1999

### Kuressaare, Estonia

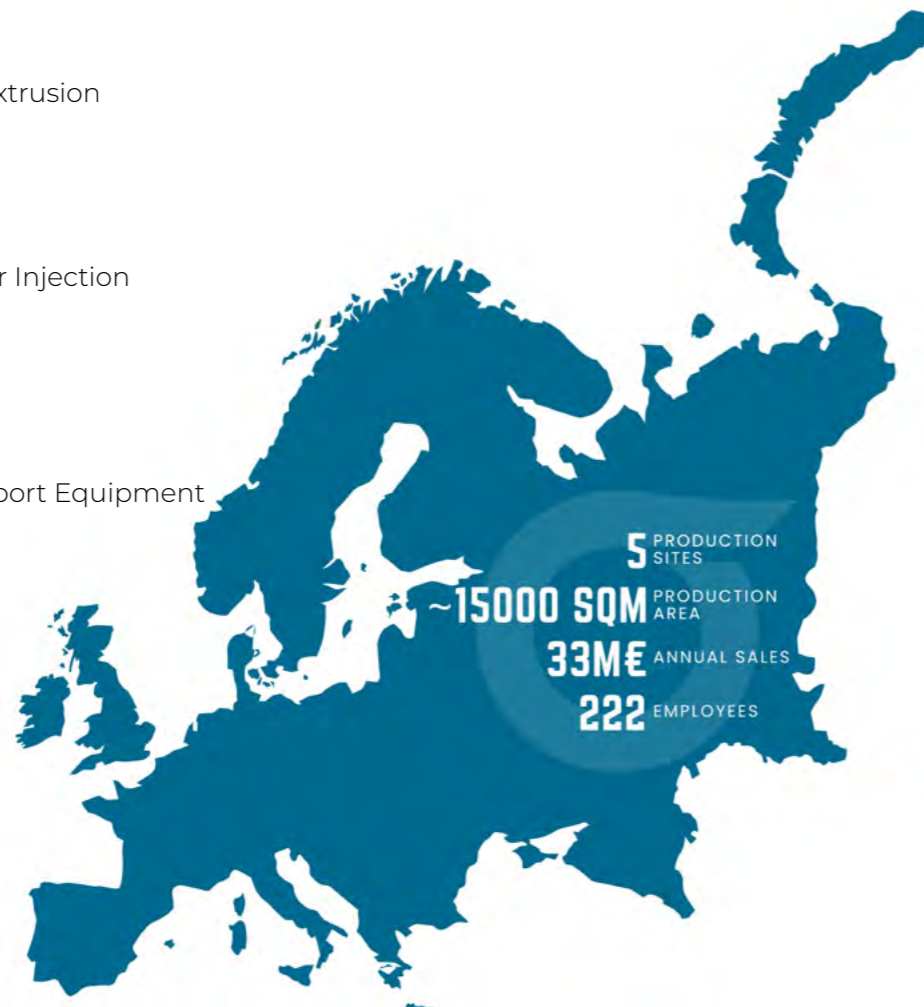
Core competence: 2K Rubber Injection  
Key segment: Automotive  
Plant established: 2007

### Pori, Finland

Core competence: Rollers  
Key segment: Material Transport Equipment  
Plant established: 1983

### Tampere, Finland

Sales Office  
Established: 2024



## OVERVIEW OF SUSTAINABILITY ASPECTS AND SDG CONTRIBUTIONS



Sustainable Development Goals (SDGs), are 17 goals with a total of 169 targets across the board adopted by all United Nations Member States to address a number of global challenges that we are facing now and into the future. As Sigma Polymer Group we have a number of activities that contribute towards the global goals of Agenda 2030.

### Goal 3: Ensure healthy lives and promote well-being for all at all ages

Under goal 3, Sigma supports the organization called Night Walkers, an organization for fighting against drug use amongst youth, which contributes towards target 3.5 for activities to strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol.

### Goal 5: Achieve gender equality and empower all women and girls

Goal 5 includes targets focusing on discrimination, violence, equal opportunities and more. For the targets categorized under this goal, we as Sigma are working towards target 5.1. We promote fairness, respect and equal treatment and opportunities for all. These views are also highlighted in our policies and are a part of our Code of Conduct which is communicated to all our employees and suppliers repeatedly.

### Goal 6: Ensure availability and sustainable management of water and sanitation for all

Safe drinking water, sanitation and hygiene are basic rights for all. Targets 6.1 and 6.2 focus on achieving universal and equitable access to safe and affordable drinking water and providing access to adequate and equitable sanitation and hygiene for all. As part of our efforts, we have signed a pledge to show our commitment for implementing access to safe water, sanitation and hygiene at the workplace for everyone.

### Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all

As Sigma, we work towards target 7.3 which aims to double the global rate of improvement in energy efficiency. We pursue this target by implementation of the energy consumption sensors and energy controlling systems.

### Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Goal 8 mainly focuses on areas covering economic growth, employment, education and trainings. Under this goal are targets 8.2 (economical productivity via diversification, technological upgrading and innovation), 8.5 (employment of men, women, youth and persons with disabilities), and 8.6 (reducing the proportion of youth not in employment, education or training). We as Sigma work towards these goals by pursuing diversity and equality, applying technological upgrades to our operations when possible, working with universities and cooperating with schools for education.

### Goal 12: Ensure sustainable consumption and production patterns

Goal 12 focuses on sustainable practices and waste topics. We as Sigma Polymer Group work with Environmental Management System ISO 14001 which supports the target 12.4, and we had adopted the waste hierarchy concept explained in the report towards target 12.5.

### Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

This goal covers the major topics of ecosystem, biodiversity, use of forests and deforestation. From those major topics deforestation is one that we closely monitor. We have been working with EUDR No 995/2010 and Forest Stewardship Council (FSC) certifications and by doing so supporting target 15.2 for implementation of sustainable management of all types of forests and halting deforestation.

## SUSTAINABILITY AT SIGMA

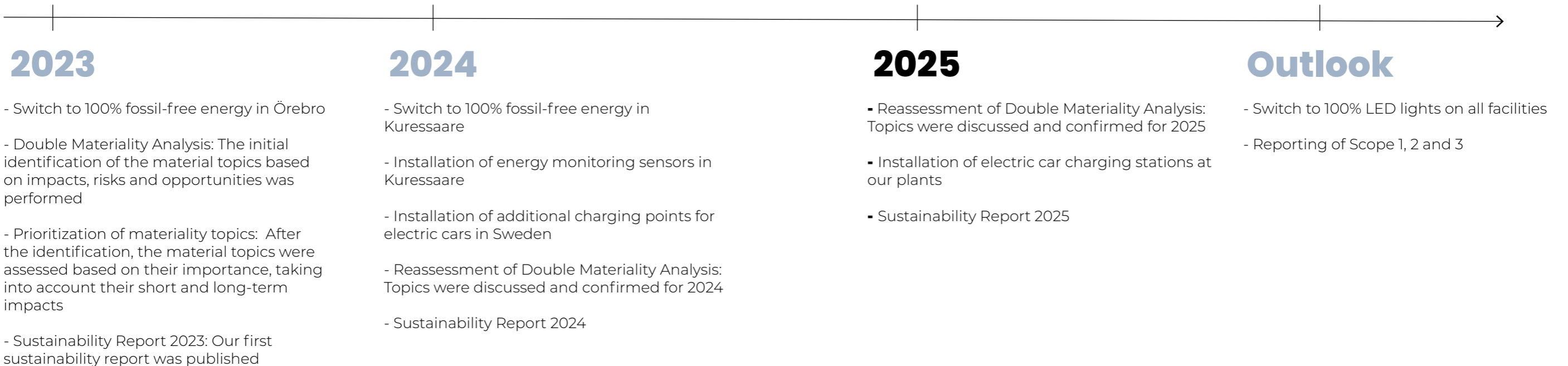
This third sustainability report of Sigma Polymer Group is written with indicators that reference to the European Sustainability Reporting Standards (ESRS) which define the rules of the Corporate Sustainability Reporting Directive (CSRD). The Double Materiality Analysis was reassessed by our team following the priorities for 2025. This analysis is aimed to assess the sustainability matters from two perspectives, the impact of Sigma Polymer Group on people and environment (inside-out view), as well as the risks and opportunities the sustainability matters present for us (outside-in view).

For us, sustainability is a part of our daily business. We are aware that it is a long journey with countless steps to take but we are committed to continue and in our way, contribute to sustainable development. To this end, we are writing our third sustainability report to explain the actions we have taken over the points shared in our previous report.

This report was prepared by our sustainability team composed of various departments and is partially written in line with the new CSRD regulations and reassesses our previous double materiality analysis where we looked at both impact materiality and financial materiality.



## OUR SUSTAINABILITY JOURNEY



# DOUBLE MATERIALITY ANALYSIS

The initial identification of the material topics based on impacts, risks and opportunities was performed two years ago for our first sustainability report. Since 2023, all the previously identified topics are discussed and re-evaluated for the current year with discussions also on other relevant topics to include in our report for the year. After the identification, the material topics are assessed based on their importance, taking into account their short and long-term impacts.

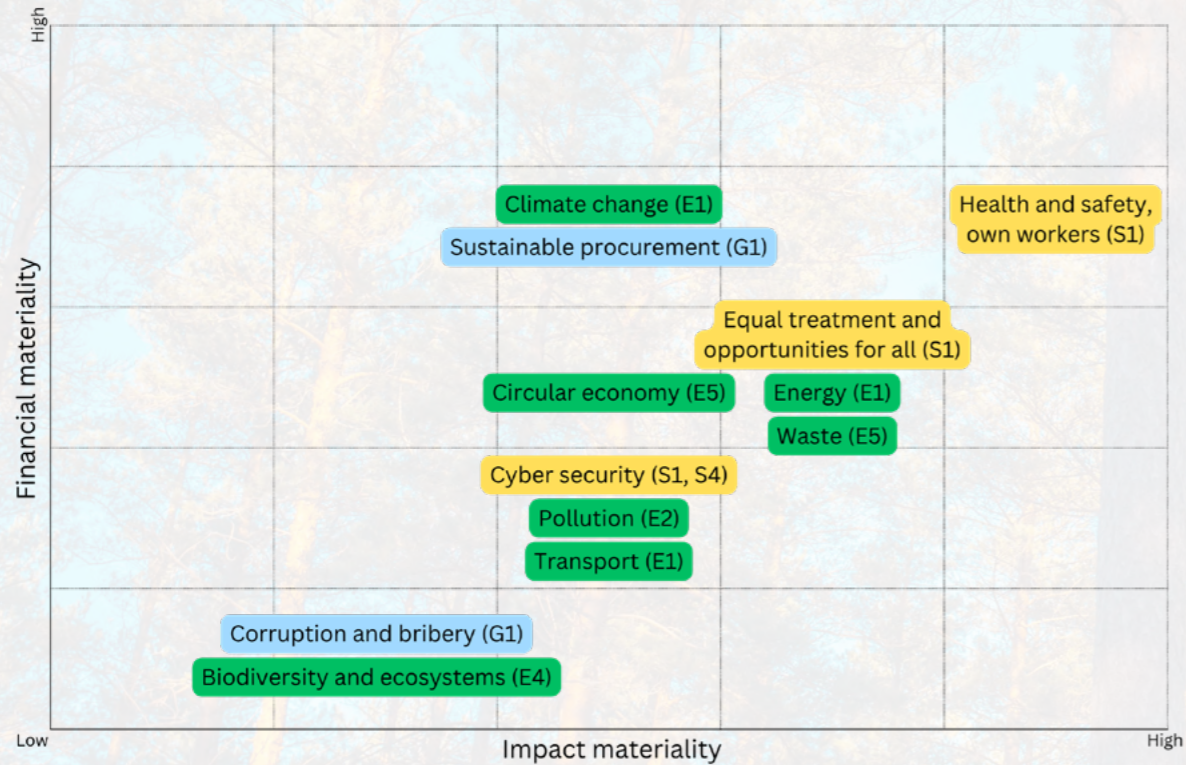


Figure 1 Sigma Polymer Group double materiality analysis for 2025.

Yearly reassessment of the double materiality topics was performed by our team for 2025. The continued importance of the high impact topics were agreed on for the year. Compared to 2024, circular economy (E5) was placed in a lower financial impact scale.

In line with our last year's assessment, Health and Safety was agreed to be the top priority for us at Sigma Polymer Group, which was followed by climate change, sustainable procurement, energy, waste, circular economy, as well as topics concerning diversity and equality.

## REPORTING

*ratings and transparency*

### EcoVadis

EcoVadis has been an important focus for us to follow our sustainability efforts and improvements on. We continued to assess our environmental, social, and ethical performance via EcoVadis during 2025.

Our rating remained unchanged as Bronze compared to the previous year with an improved overall score in the segment. We continue to work on identifying new opportunities and working towards our sustainability goals based on the assessments we receive from EcoVadis.

### Carbon Disclosure Project (CDP)

Same as last year, we continued our participation in the Carbon Disclosure Project (CDP) during 2025. The CDP provides a platform for companies to measure and disclose their environmental impacts and risks, helping to drive transparency and accountability in environmental stewardship.

Our score remains as B in our CDP questionnaire, which is the same grade we received in 2024 on the SME questionnaire designed for small and medium-sized enterprises (SMEs). CDP reporting supports transparency on topics related to climate, emissions, energy use and climate risks.

### SAQ 5.0

SAQ 5.0 is a Self-Assessment questionnaire covering a wide range of topics from company management, human rights, working conditions, environment, responsible sourcing, supply chain sustainability and responsible sourcing of materials. It is aligned with the Global Automotive Sustainability Guiding Principles.

Our latest SAQ 5.0 with a minimum score rating is C with a sustainability score of 77/100.

### ESG-Aligned Structure

Our Sustainability Report continues to follow an ESG-aligned structure where Environmental, Social, and Governance (ESG) sections are presented in a consistent way throughout years to allow comparability over time.

Sigma Polymer Group Sustainability Reports are shared on our webpage for transparency and support our customers ESG requests.

Section 1:

# CLIMATE AND ENVIRONMENT



# CLIMATE AND ENVIRONMENT

At Sigma Polymer Group, we work actively to understand and reduce the environmental impact of our operations. As a manufacturer, we know that our activities affect the environment, and we focus on managing these impacts through efficient processes, responsible resource use, and continuous improvements. Our ambition is to reduce our carbon emissions over time and implement sustainable practices across our operations and supply chain. Our actions can mainly be seen on topics concerning energy efficiency and waste reduction.

## EI: CLIMATE CHANGE

Our climate and environmental footprint is a combination of development services and production based on customer requirements. As part of our work to reduce environmental impact, we continue to explore material alternatives with a lower carbon footprint. This includes compounds containing recovered carbon black (rCB), EPDM polymer based on ethylene from renewable feedstocks and ongoing discussions around other alternatives where applicable.

Our main focus at Sigma Polymer Group is practical and achievable measures that we can implement within our operations and value chain to minimize our environmental impact.

### Classification of emissions.

At Sigma, quality, environment and sustainability are part of our daily operations. We work with ISO 14001, ISO 9001 and IATF 16949 management systems and ensure that we are compliant with legislations and regulations.

Our main sources of environmental impact include energy consumption for production and heating, purchases of raw materials, sales activities, business travels, and company vehicles. Direct emissions from our facilities and company cars are classified as Scope 1, while indirect emissions from purchased electricity and district heating are classified as Scope 2. Emissions related to our supply chain, use of our products, end-of-life treatments, employee commuting and business travels are classified as Scope 3.



**Scope 1.** Scope 1 emissions refer to direct emissions from sources owned or controlled by Sigma Polymer Group. In previous years, Scope 1 emissions included oil-based heating at the Havdhem plant. This heating system was replaced by electrical heat pumps in 2022, resulting in zero Scope 1 emissions in 2023 and 2024. In 2025, Scope 1 emissions amounted to 2,8 tCO<sub>2</sub>, originating from limited oil use for heating at the newly acquired Pori facility. This oil usage serves as a backup solution and represents a very small share of the Group's total emissions.

**2,8 scope 1**  
tCO<sub>2</sub>e emissions

**Scope 2.** Scope 2 emissions include indirect emissions from purchased electricity and district heating. In 2025, Sigma Polymer Group emitted a total of 11,2 tCO<sub>2</sub> from Scope 2 sources across all sites. This is an increase compared with 1,7 tCO<sub>2</sub> in 2024, primarily due to the integration of the Pori plant, which currently operates with a different electricity mix, as well as changes in the emission factor for district heating. All other sites continue to use fossil-free electricity and renewable or fossil-free heating solutions.

**11,2 scope 2**  
tCO<sub>2</sub>e emissions

**Scope 3.** In previous sustainability reports, we have described our intention to gradually assess Scope 3 emissions and build our knowledge step by step. We have started by reporting on transport-related emissions in 2024 as data availability and accessibility was high. During 2025, we have initiated work to explore data collection from selected suppliers as a first step towards better understanding our upstream emissions. This work remains at an early stage, and additional data will be shared as it becomes available.

## EI: TRANSPORT

Transport-related emissions are part of Sigma Polymer Group's Scope 3 emissions and originate from inbound and outbound logistics which includes transportation and distribution of products purchased by Sigma, as well as distribution between Sigma's own facilities. Transport emissions are reported as well-to-wheel (WTW) and include road, air, sea, and express freight for Sweden and Estonia.

Transport emissions are calculated using data from multiple logistics partners. While calculation methodologies differ slightly between providers, all emissions are reported as well-to-wheel (WTW) and are based on internationally recognised standards. Total transport-related emissions for 2025 amounted to approximately 118 t CO<sub>2</sub>e. Road freight accounted for the majority of emissions, while express air freight represented a smaller but more emission-intensive share.

**WTW**  
emissions

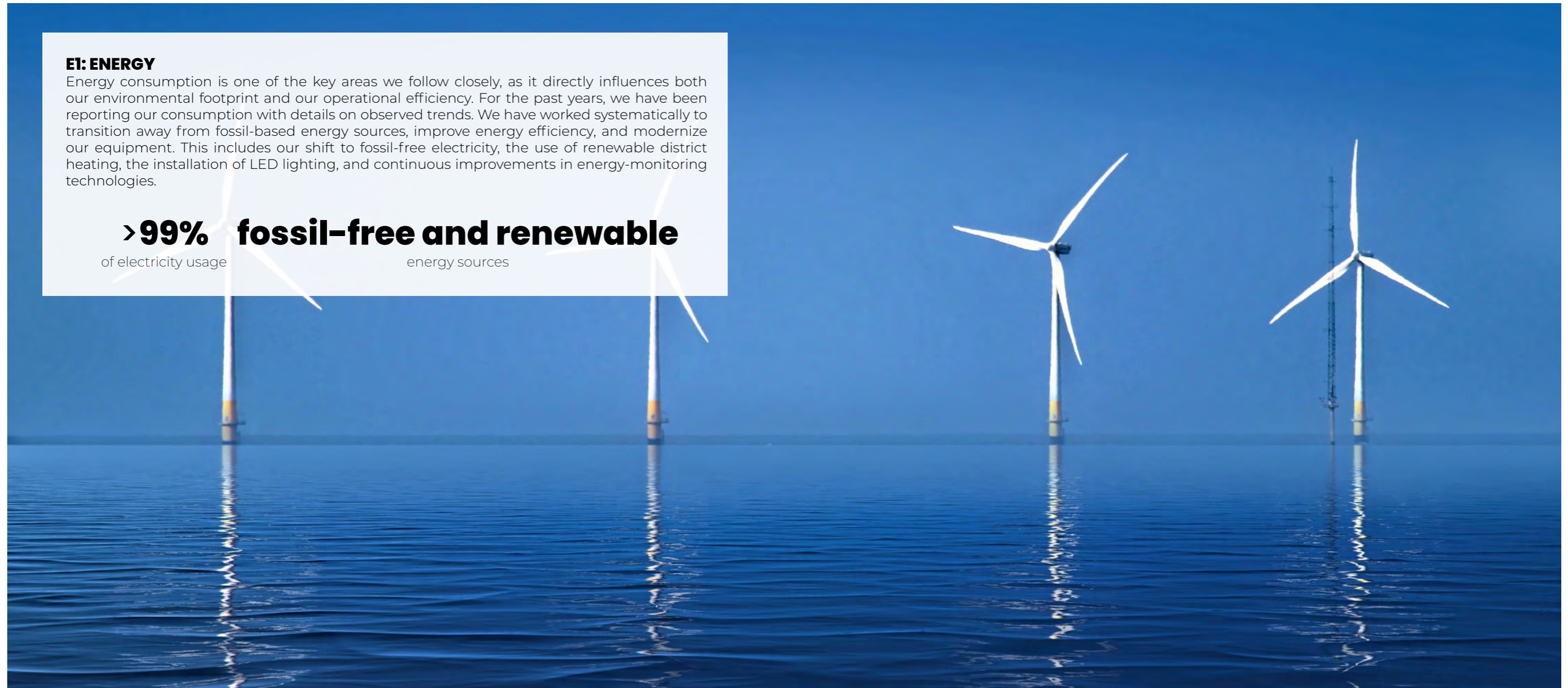
Well-to-wheel. Energy consumption and emissions of a vehicle including the provision of its fuel. Total emissions as the sum of WTT and TTW.

**118**  
tCO<sub>2</sub>e

**EI: ENERGY**

Energy consumption is one of the key areas we follow closely, as it directly influences both our environmental footprint and our operational efficiency. For the past years, we have been reporting our consumption with details on observed trends. We have worked systematically to transition away from fossil-based energy sources, improve energy efficiency, and modernize our equipment. This includes our shift to fossil-free electricity, the use of renewable district heating, the installation of LED lighting, and continuous improvements in energy-monitoring technologies.

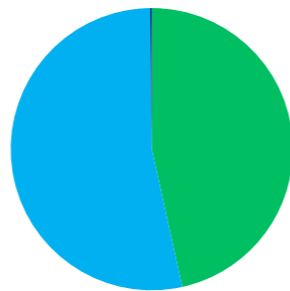
**>99%** fossil-free and renewable  
of electricity usage energy sources



In 2025, we have used a total of 6622 MWh of energy across all our facilities for electricity and district heating. Of this total, 47% came from renewable energy sources while 53% was obtained from fossil-free sources. A small share of 0,18% originated from peat and fossil energy sources. The distribution of our energy usage is shown in Fig. 2.

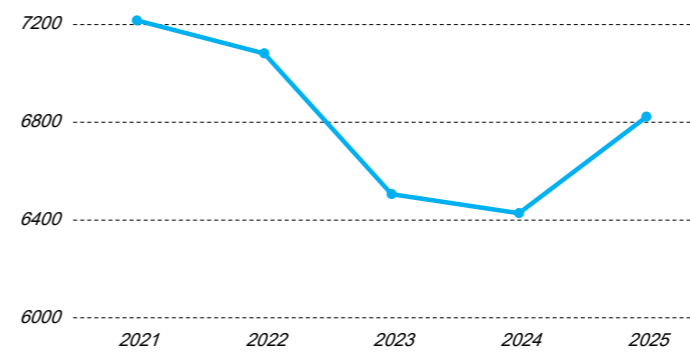
Energy sources:

- Fossil-free energy, 53%
- Renewable energy, 47%
- Peat and fossil energy, 0,18%



**Figure 2** Energy usage distribution between different sources.

Compared to 2024, our total energy use, the share of renewable energy, as well as the share of fossil-free energy remained largely on similar values. The small share of energy originating from peat and fossil sources in 2025 is related to the acquisition of the new production facilities in Pori at the beginning of 2025. This facility currently uses a mix for its energy sources but the impact of the plant on Sigma's overall energy distribution is relatively low. Due to this, the sustainability practices that we have implemented on our other facilities has not yet been initiated on Pori site and will be addressed as part of our sustainability work going forward.



**Figure 3** Total energy usage in our facilities between 2021 - 2025.

From 2021 to 2024, total energy use in MWh decreased from 7217 MWh to 6428 MWh. This reduction reflects our ongoing activities to improve energy efficiency. In 2025, total energy use increased to 6823 MWh (including district heating), mainly due to development activities during the year and the integration of the newly acquired Pori facility. Despite this increase, energy use remains below the levels reported in 2021 and 2022. Details of the energy usage trend can be seen in Fig. 3.

### ENERGY MONITORING AND CONTROLLING SYSTEMS

Optimization of our energy consumption remains one of the continuously ongoing focus points at Sigma Polymer Group, especially for our Kuressaare plant in Estonia. During 2025, our work progressed from system installation to active use of energy data in daily operations.

#### Energy controlling systems.

Energy controlling systems are installed across our plants to support optimized energy usage. The systems enable automated start-up of presses and heating processes ahead of production, reducing unnecessary energy consumption during idle periods.

#### Sensors for energy consumption.

During 2024, sensors were installed in 50 measuring points at the Kuressaare plant. In 2025, data collected from sensors has been actively analyzed and used to map energy consumption patterns across production and supporting areas. As a result of improved monitoring, control, and targeted actions, overall energy consumption per machine hour was reduced by 8,7% which equals to 235,8 MWh of total savings in energy consumption compared to 2024, despite variations related to external factors such as weather and temperature conditions. Comparison between 2024 and 2025 energy savings as well as the target can be seen in Fig. 4 and the energy usage trend can be seen in Fig. 5 below.

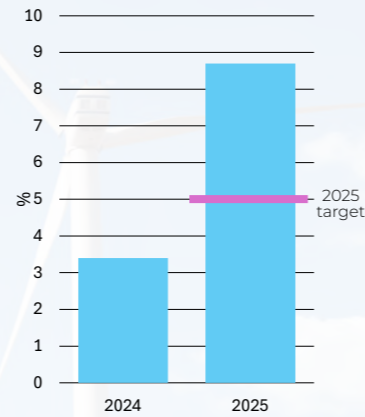


Figure 4 % energy savings.

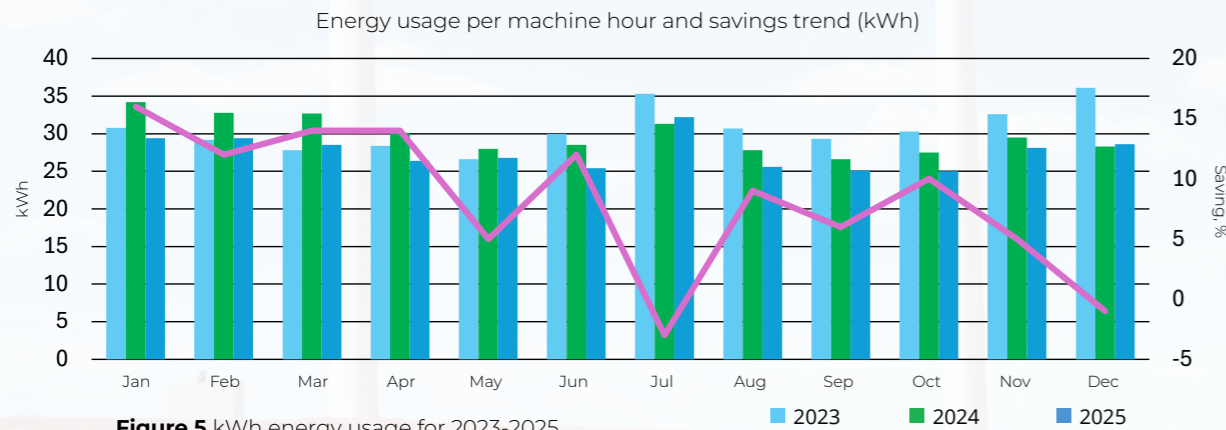


Figure 5 kWh energy usage for 2023-2025.

#### Identification of main energy consumption points.

The project for identifying the main energy consumption points has now been completed. Energy use has been mapped across production equipment and supporting systems, providing a clear basis for prioritizing further efficiency measures. This work forms the foundation for continued optimization activities and supports data-driven decision-making for future investments. As seen in Fig. 6, production equipment (presses, ovens, etc.) make up 64% of the consumption, while supporting areas (ventilation, compressors, water cooling, and administration) make up the other 36%.

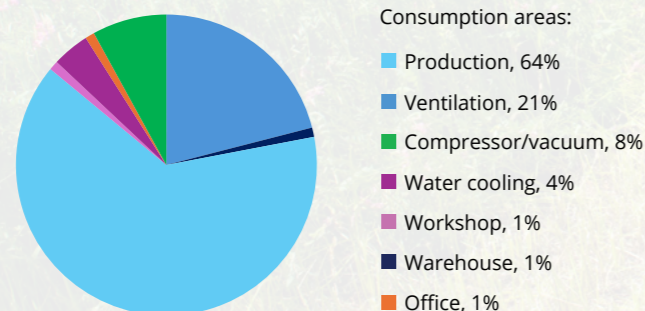


Figure 6 Identified energy consumption areas for Kuressaare plant in 2025.

## ONGOING PROJECTS

*on energy*

#### Comparison model.

We are working on developing new metrics based on real machine working cycles. These metrics will help us better understand energy consumption in relation to actual production and to identify opportunities to further reduce electricity consumption.

#### System for analysis and monitoring.

The energy analysis and monitoring system is now in active use. Energy consumption is continuously tracked and analyzed across production and other consumption areas.

#### Centralized control system for cooling water.

The system is now fully operational. Compressors, vacuum pumps and one ventilation aggregate have been connected to the control system, enabling centralized monitoring of alarms, failures and operating schedules.

#### New presses.

During 2026, one new press and several replacement presses were introduced. A new REP press was added to increase capacity, while older presses were replaced with newer or newer-generation used machines. While not all presses are yet fully covered by sensors, a comparison between old and new models with similar workloads and machine hours shows significant energy save.

#### LED lights.

During 2025, we continued to work towards exchanging all our lights to LED lights across our owned facilities to renew the technology and improve energy efficiency. Our target of 2030 still stands to reach 100% LED lights and in total we have reached 74% across our plants by the end of 2025.

<p><b>target</b></p> <p><b>100%</b></p> <p>of all lights switched to LED lights by 2030</p>	<p><b>status</b></p> <p><b>74%</b></p> <p>of all lights switched to LED lights in 2025</p>
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#### What's next?

Next steps include full automation of remaining ventilation units to integrate all into the centralized control system and synchronize it with actual production shifts and needs, compressed-air leak detection program to eliminate hidden energy waste, and installation of visual energy consumption data screens on the production floor to build an energy-conscious culture within our operations.



### E5: WASTE

Waste management is one of the continuous focus areas as part of our environmental responsibility. Managing our materials and waste well helps us reduce our environmental impact, improve our efficiency, and lower long-term costs. Our approach follows the waste hierarchy to reduce, re-use, recycle, recover, and finally landfill. Each year we work to better understand our waste flows and improve sorting accuracy via continuous communication with our waste management partners.



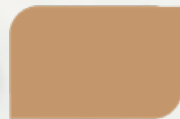
**Reduce.** Using less material in design and manufacturing of the products and designing products with a long life time.



**Reuse.** Cleaning, repairing and refurbishing of parts or machines where possible.



**Recycle.** Turning waste into new products or using recycled components, where acceptable, in new product design.



**Recover.** Energy recovery from waste.



**Landfill.** Disposal in landfill and incineration of waste without energy recovery as the last alternative.

**Waste fractions.** In 2025, our total waste was distributed across three main categories that was established last year: recycled waste, waste used for energy recovery, and landfill. This year, 16% of our total waste was recycled (R3, R4, R5, R9, R12), 38% was used for energy recovery (R1), and 46% ended up in landfill (D1). In addition to these fractions, 24% of our total waste was classified as hazardous. Although we are reporting hazardous waste separately, it ultimately undergoes special treatment before being used for energy recovery.

**From 2024 to 2025.** Compared to last year, our 2025 waste distribution shows a decrease in recycled waste and consequently an increase in landfill. The fraction of waste used for energy recovery keeps the same level. The increase in landfill waste in 2025 is primarily linked to shifts in a higher number of trials, development activities, and process adjustments carried out during the year.

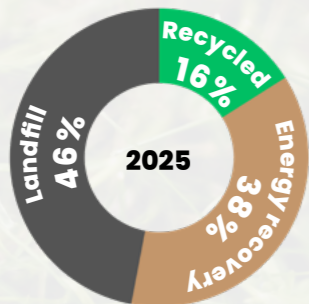


Figure 7 Waste fractions for 2025.

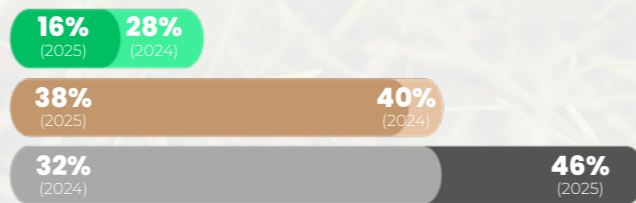


Figure 8 Comparison of waste fractions between 2024 and 2025.

## ONGOING PROJECTS

*on waste*

**Silicone waste.** As part of our long-term goal to reduce material losses in the silicone department, we continued our work on identifying ways to minimize the residual material left in containers. During 2025, this project was supported by a master's thesis to carry out experiments, analyse production and storage conditions, and presented a comprehensive report with several improvement proposals. While no changes have been implemented yet, the next steps will be on evaluating the most promising solutions and running tests on production level for potential implementation during the coming year.

**Hazardous waste.** In 2025, hazardous waste accounted for 24% of our total waste, compared with 30% in 2024. This reduction is most likely linked to improvements on how waste has been sorted and classified across our plants, supported by increased awareness and more consistent routines.

**Waste management supplier unification.** Last year we initiated a project to move towards using a single waste management supplier across all our plants. The aim of this consolidation is to achieve more consistent waste categorization, simplify reporting, and unify any improvement works on waste management. This project still remains open for 2026 as we have not been able to finalize it. During 2025, we have taken steps to review suitable suppliers in all our plant locations. This project remains an important part of our long-term strategy to improve waste handling practices, and support clearer data collection across all sites.



**E2: POLLUTION**

Pollution-related aspects at Sigma Polymer Group mainly concern air quality and noise from production activities. These are managed through regular monitoring, periodic inspections, and internal follow-ups. Measurements are carried out both indoors and outdoors at selected sites to ensure compliance and support a safe working environment.

**Air quality monitoring.** Sigma Polymer Group monitors air quality in production environments to limit exposure to dust, fumes and other related emissions, as well as emission to outside of the factories. Outdoor air measurements are carried out as part of the mandatory periodic inspections that take place every three years. Indoor air quality is measured periodically and when required with a focus on specific substances and working processes. Indoor air measurements are also performed as part of workplace health and safety follow-ups.

**Noise monitoring.** Noise exposure is considered an occupational risk and is followed up through periodic measurements, assessment, and employee feedback. Similar to air measurements, outdoor noise measurements are carried out periodically, every three years. Indoor noise measurements are performed to assess working conditions in production tied to specific operations. As with everything, appropriate actions are taken where elevated noise levels are identified, including protective equipment, adjustments and improvements where possible.

**E4: BIODIVERSITY AND ECOSYSTEMS**

Biodiversity and ecosystem impacts, in our case, are linked to the sourcing of raw materials and the broader supply chains within which we operate. At Sigma Polymer Group, our direct impact on biodiversity is limited, as our operations are primarily industrial and carried out within existing facilities. However, we recognise that certain raw materials used in polymer production can be associated with risks related to deforestation and biodiversity loss.

During 2025, our focus within this area has remained on responsible sourcing and material choices, in line with our work in previous years. We continue to monitor developments related to the EU Deforestation Regulation (EUDR) and to follow regulatory requirements and guidance relevant to our operations. While natural rubber represents a relatively small share of our total material portfolio, we remain attentive to its origin and aim to work with suppliers that can provide transparency and compliance where applicable.

In parallel, our ongoing development of alternative materials, such as compounds containing recovered carbon black (rCB) and polymers based on renewable feedstocks, supports our vision of lowering our environmental impact. These efforts are primarily driven by material performance and customer requirements.

Our approach to biodiversity and ecosystems is therefore closely connected to our broader sustainability work, focusing on compliance, awareness, and close monitoring. We will continue to follow regulatory developments and evaluate opportunities to strengthen our work in this area as part of our long-term sustainability journey.

**E5: CIRCULAR ECONOMY**

At Sigma, circular economy is mainly based on how we design our products, manage materials, and maintain equipment. As an OEM partner, our operations are primarily customer-driven, but we continuously look for practices to extend the lifetime of our materials and products. Our focus is on solutions that can be applied in practice and support both environmental and operational efficiency.

**New materials.** As part of our material development work, we continue to promote and develop material options that utilizes recycled carbon black (rCB) and polymers based on renewable feedstock. These materials are developed to meet the same technical and performance requirements while potentially reducing the negative environmental impact. The introduction of these developments give our customers the additional options on the relevant projects where sustainable materials can be explored.

**Recoating of rollers.** At our Pori plant, we have the possibility to recoat used rollers instead of replacing them with new ones. By recoating and reusing existing rollers, material use is reduced and the service life of the products is extended. This approach helps lower resource consumption and waste generation while maintaining required performance and quality.

**Machine repairs and lifetime extension.** Maintaining and extending the lifetime of our production equipment is another important part of our circular approach. When machines require maintenance or improvements, we prioritize repairs and upgrades rather than replacement where feasible. Technical issues are addressed and improved internally as part of the work carried out by our workshops.

**Reuse packaging.** During 2025, we started exploring the reuse of packaging materials in collaboration with one of our suppliers. The concept involves returning packaging after use so that it can be refilled and reused for new deliveries. Practical implementation is planned to begin in 2026. This initiative aims to reduce packaging waste and support more circular logistics flows over time.

## CHEMICAL AND ENVIRONMENTAL MANAGEMENT PRACTICES

**Environmental management system ISO 14001.** Sigma Polymer Group is certified according to the international environmental management standard ISO 14001. Our environmental management system (EMS) covers areas such as chemical handling, waste management, and monitoring of applicable environmental laws and regulations. Annual audits are carried out through measurements and evaluations, and any observations are addressed through corrective actions and improvement initiatives. This structured approach supports continuous improvement and helps us manage environmental risks in a systematic and compliant way.

**Access to drinking water and hygiene services.** Access to clean drinking water and proper hygiene facilities is a basic human right. In the countries where we operate, these services are ensured through legislation and high national standards. While no specific actions are required to secure this access, we have signed a pledge to reaffirm our commitment to safe water, sanitation, and hygiene in the workplace. As part of this, Sigma also provides access to menstrual products as a basic necessity.



**Safe chemical management.** Chemicals are an integral part of our operations, and ensuring safe handling is a priority for us. We use a chemical management system to maintain an overview of the substances used in our processes, assess associated risks, and ensure compliance with relevant requirements. The system supports monitoring of hazardous substances, documentation, and substitution work where safer alternatives are available. Our focus is always on implementing appropriate measures to minimize risks for employees, the environment, and our products. In addition to risk assessments and operational controls, our compliance team closely follows regulations aimed at reducing and restricting substances that may be harmful to people or the environment. Key regulations under continuous review include REACH, Substances of Very High Concern (SVHC), RoHS, and conflict minerals legislation.

**Compliance and supplier collaboration.** Compliance checks at Sigma follow three main paths. The first is our core compliance review, which covers REACH, RoHS, and conflict minerals requirements and forms a key part of our Supplier Code of Conduct. Suppliers are required to complete a self-assessment and provide relevant compliance documentation, which is followed up by our team and updated as regulations change. The second path is triggered by regulatory updates, where new or revised requirements are assessed and additional documentation is collected as needed. The third path is driven by customer requests, where compliance documentation for specific chemicals or regulatory requirements is gathered in collaboration with suppliers. These processes help ensure transparency, traceability, and regulatory compliance throughout our supply chain.

- **Key compliance checks.** Information is collected on REACH, RoHS and conflict minerals through our supplier self-assessment (details on pg. 37).

- **Regulatory updates.** Checks prompted and information collected on materials with changes made on the key regulations, i.e. addition of new chemicals that could affect our compounds.

- **Customer requests.** Additional compliance documents are requests are prompted by the customers to collect data on customers needs and demands, these include specific chemical compliances or regulations that are outside of our key regulations scope.

Section 2:

# **SOCIAL RESPONSIBILITY**



## SOCIAL RESPONSIBILITY

Social responsibility is an important part of our sustainability work, with Health and Safety (S1) continuing to be the highest priority at Sigma Polymer Group. Our focus is on providing a safe, healthy, and supportive working environment, supported by clear routines, regular follow-up, and active involvement from our employees. Alongside health and safety, we also address equal treatment and opportunities for all. By promoting equality and diversity, we aim to create a workplace where employees feel respected, included, and able to contribute and develop. Through continuous improvements in social aspects, we work to support employee well-being while attracting and retaining skilled and motivated people.

### SI: HEALTH AND SAFETY

**Partnering with Unions.** Unions play an important role in safeguarding employees' rights and well-being. In Sweden, we value the close and constructive collaboration we have with unions. Through collective agreements, we ensure fair and transparent employment conditions covering areas such as salaries, working hours, vacation entitlements, and pension contributions. We engage in open dialogue with unions to support competitive and sustainable employment conditions that reflect the skills and contributions of our employees. Health and safety is our top priority and by working closely with unions and appointed safety representatives, we strengthen our ability to identify and address workplace risks and ensure that employees' voices are heard. This collaboration supports our ambition to provide a safe and healthy working environment for everyone.

**Social protection.** All employees are covered by social protection through collective agreements or national systems. This includes benefits such as parental benefit supplements (FPT), group sickness insurance (AGS), work injury insurance (TFA), career readjustment agreements, group life insurance (TGL or AGL), and pension.

**Parental leave.** All employees at Sigma Polymer Group are entitled to parental leave in accordance with the national legislation in the countries where we operate. While conditions vary between Sweden, Finland, and Estonia, we support the right of all parents to take time off to care for their children. At Sigma, taking parental leave does not negatively affect salary development or career opportunities.

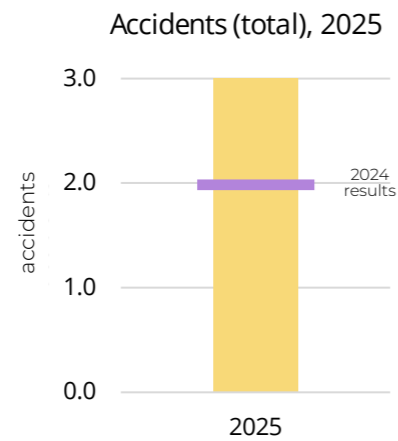
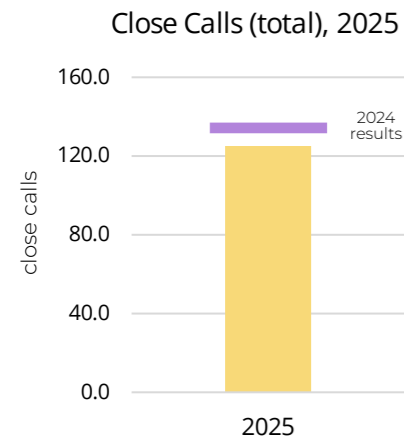
**Wellness allowance and activities.** We care about our employees and want them to know that we care about their health and well-being. We want to promote a healthy and active lifestyle by offering a wellness allowance to all our employees to be spent on the wellness activities of their choice from physical activities to numerous other options to take care of one's health. At Sigma, we also try to promote participation at various sports activities whenever possible. In 2025, teams from Sigma have participated in a number of activities. In Sweden, a team from Örebro participated both in *Blodomloppet* running event that draws attention to the need for blood donation and promotes a healthy lifestyle and *Spin of Hope* where they kept the bike running for 12 hours to support the child cancer foundation in Sweden (Barncancerfonden). In Estonia, a Sigma team participated in the *Town Race* that celebrates the anniversary of Kuressaare and promotes a healthy life style.



**Whiteboards and daily morning meetings.** At Sigma Polymer Group, daily whiteboard meetings are a key part of our operational management and safety culture. These short, structured meetings are held at all production sites where there is continuous communication and feedback flow between teams. During the meetings, teams review safety observations, reported incidents and near-misses, as well as key indicators like quality and delivery. Deviations are discussed openly and actions are agreed upon. The whiteboards provide a visual overview of current status and trends, making information accessible to all employees. This daily dialogue supports early identification of risks, encourages reporting of near-misses, and strengthens employee involvement in creating a safe and efficient working environment.

**Plan-Do-Check-Act (PDCA).** Our approach to health, safety and operational performance is based on the Plan-Do-Check-Act (PDCA) cycle. This structure supports continuous improvement and helps us identify risks and deviations systematically. PDCA principles are applied in daily operations through whiteboard meetings, KPIs and actions we take based on those.

**Key Performance Indicators (KPIs).** Health and safety KPIs are monitored daily on all our production sites. The KPIs that we focus mostly are accidents, close calls (incidents) and sick leaves. These indicators support a proactive safety culture and are used as a basis for preventive actions and continuous improvement. In 2025, Sigma Polymer Group reported 3 work-related accidents and 125 reported near-misses across all sites. Near-miss reporting is actively encouraged and is considered an important preventive tool to reduce risks and improve workplace safety. Sickness absence is monitored continuously and discussed as part of daily and monthly follow-ups which would allow us to take action if any connection is established between sick leaves and work environment.



**125**  
close calls reported

**3**  
accidents recorded



**Safety.** Safety is something we take very seriously at Sigma Polymer Group. For us, a work environment should function well both physically and socially. We therefore have safety committees and continuous safety trainings in various topics over time. Continuous monitoring of risk identifications, risk assessments, sickness rates and incidents are part of our daily meetings, which lead to corrective actions where needed.

**Safety measures taken.** Below are examples from safety measures implemented during 2025 based on reports that the plant managers received from their team regarding near misses, risks, or any other problems and observations in daily operations.

**Example 1: Hand and arm vibration exposure measurements.** As part of our work on occupational health and safety, certain work tasks that involve the use of hand-held tools were investigated for potential hand- and arm vibration exposure during 2025. External vibration measurements were carried out by an independent specialist, which was followed-up by internal investigations including mapping of tools, records on exposure times, and assessments on vibration exposure for each task. Independent measurements showed vibration levels well below applicable action and limit values. The following internal investigations had identified 3 higher-risk situations where additional actions were taken to lower the risks.



**Example 2: Emergency stop and safe operation.** The switch for a rubber strip feeder limit was reported to be broken during operation and because of the breakage, the feeder continued running and spilled the strip onto the floor. It was documented that there was no emergency stop button close to the unit to allow quick shutdown. After this report, an emergency stop button was installed next to the feeder. The operating and safety manual was updated, and additional instructions were provided to employees.



**Example 3: Machine enclosure and air quality.** A press was identified to be missing one side of its cover on the hood next to the rubber feeder which caused fumes to occasionally leak from the machine into the production area. Following this observation, the open side of the hood was covered with thermatite insulation fabric to eliminate leakage into the production hall.



**S1: EQUAL TREATMENT AND OPPORTUNITIES FOR ALL**

At Sigma Polymer Group, we believe that fairness, respect, and equal opportunities are fundamental to a healthy workplace. Our commitment to equal treatment is reflected in how we recruit, develop, and work together, with a focus on merit, competence, and mutual respect. We aim to create an environment where all employees feel valued and able to contribute, regardless of background.

**Equality.** Equality for us means ensuring that everyone has a fair opportunity to grow and succeed. Our recruitment and hiring processes are designed to be unbiased and based on qualifications and suitability for the role. Beyond recruitment, we try to maintain an inclusive workplace where open communication, mutual respect, and transparency are central to how we collaborate and make decisions.

**Diversity.** Diversity is an important part of building strong teams and encouraging constructive discussions. We recognise that different perspectives, experiences, and skills contribute to better decision-making and continuous improvement. What matters most to us is bringing together individuals who complement each other, share our values, and contribute positively to our work environment. In 2025, our workforce consisted of 139,6 full-time equivalent (FTE) male employees and 82,4 FTE female employees. Compared with 2024, when the corresponding figures were 136 male and 78 female employees, the overall distribution remains the same.

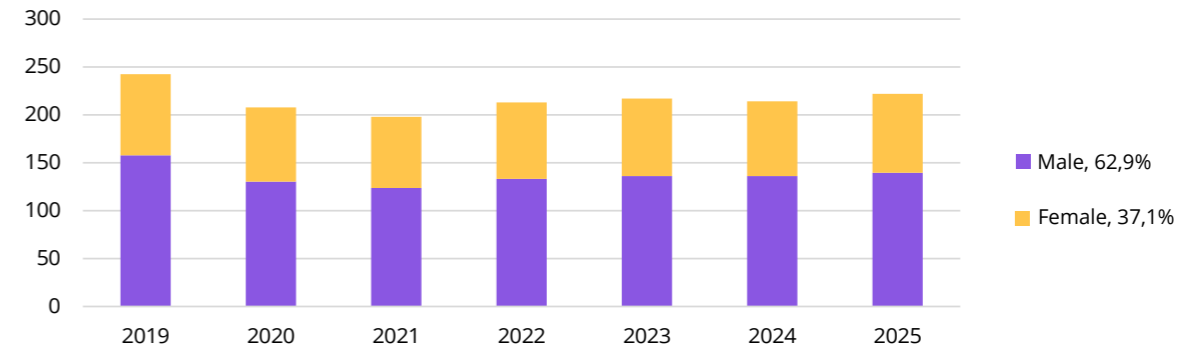


Figure 9 Female and male employee distribution from 2019 to 2025.

**S1, S4: CYBERSECURITY**

Cybersecurity continues to be an important topic for Sigma Polymer Group as digital risks increase. Our focus is on protecting our operations, systems, and data through preventive measures, clear routines, and employee awareness.

**Security awareness training.** Cybersecurity starts with awareness at the employee level. We therefore provide online training to all relevant employees to strengthen understanding of digital security risks and safe behaviour. During 2025, our Security Awareness Course continued to be a central part of this work, covering topics such as information security, phishing, and data protection. The training is designed to be practical and easy to follow, supporting employees in their daily work.

**Continuous surveillance.** To strengthen our readiness and resilience, our IT infrastructure is hosted with a third-party provider and monitored continuously. This setup supports stable operations, reduces the risk of downtime, and enables timely response in case of incidents. Continuous surveillance helps us detect and address potential cyber threats at an early stage.

**Nano learning.** We continue to use Nano Learning as a complement to our broader training efforts. These short, focused modules are distributed digitally and are mandatory for applicable employees. The training includes phishing simulations and short tests, to help increase awareness and reinforce good cybersecurity practices over time.

<b>18</b> online modules on IT-security	<b>54</b> minutes of online training on IT-security per applicable employee	<b>4</b> phishing campaigns performed per site
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Section 3:

# ETHICS AND GOVERNANCE



# ETHICS AND GOVERNANCE

At Sigma Polymer Group, ethical conduct and responsible business practices are fundamental to long-term success. Integrity, transparency and accountability guide how we operate, how we work with partners, and how we build trust with customers, employees and society. Our commitment is reflected in our Code of Conduct and Supplier Code of Conduct, which define clear expectations and provide guidance for ethical decision-making across our organization.

## GI: CORRUPTION AND BRIBERY

Sigma Polymer Group is firmly committed to conducting business lawfully, responsibly and with integrity. We apply a zero-tolerance approach to corruption and bribery in all forms and expect the same standards from our suppliers and business partners. Our approach to anti-corruption and bribery is defined in our Code of Conduct and supported through internal policies, training and communication. All employees are expected to understand and comply with these requirements as part of their daily work.

**Our Code of Conduct.** Our Code of Conduct provides a common framework for ethical decision-making across all levels of the organization. It defines expected behaviours, supports compliance with applicable laws and regulations, and promotes respect for human rights, fair business practices and responsible operations. The Code of Conduct applies to all employees and is complemented by a Supplier Code of Conduct for external partners. Together, these documents form the foundation of our ethical culture and governance practices.

### Topics in our Code of Conduct

#### Human Rights and Labor Practices

- Working Hours and Labor Practices
- Child Labor and Forced Labor
- Freedom of Association and Collective Bargaining
- Indigenous People and Land Right of Communities
- Discrimination and Harassment
- Health and Occupational Safety
- Hygiene

#### Environmental Responsibilities

- Environmental Protection
- Operations
- Contamination

#### Business Ethics and Integrity

- Anti-corruption and Bribery
- Entertainment, Gifts and Personal Benefits
- Fair Competition
- Confidentiality and Intellectual Property Rights
- Conflicts of Interest
- Non-complicity
- Company Assets

#### Governance and Monitoring

- Reporting Concerns and Violations
- Non-compliance with the Code of Conduct

**Anticorruption and bribery.** All Sigma Polymer Group employees are expected to understand and comply with our Code of Conduct, which is communicated during onboarding and available on our website. The Code defines our standards for ethical behaviour and includes clear requirements related to anti-corruption and anti-bribery. Training on ethical conduct, anti-corruption and compliance is provided through internal communication, presentations and mandatory e-learning modules. These efforts support awareness and reinforce our commitment to preventing corruption and bribery across our operations. No cases of corruption or bribery were reported during 2025.

### Topics in Nanolearning

- Sustainability Introduction Course
- Introduction to Sustainable Development Course in Sustainability and Agenda 2030
- Anti-Bribery and Corruption (ABC) course
- Anti-Money Laundering (AML) course
- Privacy Awareness
- Information Security Awareness
- Privacy/GDPR
- Code of Conduct course

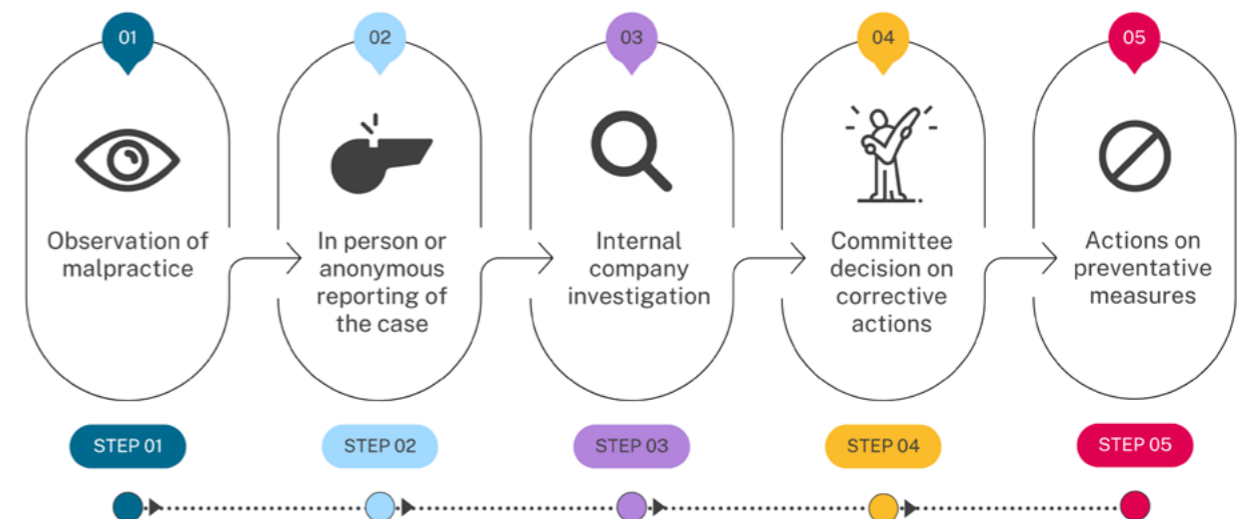
**45**

minutes of online training on anti-corruption and bribery per applicable employee

**0**

cases reported for investigation

**Whistleblower channel.** Sigma Polymer Group encourages open dialogue and responsible reporting of concerns. Employees and external stakeholders can raise concerns related to unethical behaviour or non-compliance through our whistleblower channel. The whistleblower system is operated by an independent third party and allows concerns to be reported confidentially, including anonymously where permitted by law. All reports are handled with care, integrity and confidentiality. The system supports early identification of risks and contributes to a transparent and trustworthy work environment. Fig. 10 below illustrates the core steps followed in a whistleblowing case.



**Figure 10** Illustrative action steps for the whistleblower system. Visit <https://sigmapolymergroup.com/about-us/policies/> to read more about the whistleblower policy and the whistleblower portal.

**G1: SUSTAINABLE PROCUREMENT**

Our focus this year has mainly been the promotion of the new mooring compensators and investigating possible projects where we can use compounds with reduced negative environmental impact. Sustainability and environmentally conscious materials are important for us and we strive to be there for our customers' needs with sustainability topics.

**Supplier self-assessments.** Sustainability and responsible business conduct in our supply chain start with clear expectations and structured follow-up. Sigma Polymer Group uses a supplier self-assessment to evaluate ethical, environmental and social practices among our suppliers. By the end of 2025, 75% of existing suppliers had completed and signed the supplier self-assessment, maintaining the same level as in 2024 and representing a significant improvement compared to 58% in 2023. All new suppliers engaged during 2025 (100%) completed and signed the supplier self-assessment as part of the onboarding process. This reflects that sustainability requirements are now embedded in our supplier selection and onboarding procedures. Suppliers that do not meet minimum requirements are subject to further assessment, dialogue or corrective actions.

*Topics in our*  
**Supplier Self-Assessment**

**Human Rights and Labor Practices**  
Health and Occupational Safety  
Working Conditions  
Labor Practices  
Human Rights

**Supplier Code of Conduct**

**Business Ethics and Integrity**

Ethics  
Quality System  
Environmental System  
Storage  
Product and Substance Chemical Compliances  
Conflict Minerals

**Supplier Code of Conduct.** Sigma Polymer Group has established a Supplier Code of Conduct that defines our expectations regarding ethical business practices, human rights, labour conditions, environmental responsibility and compliance with applicable laws. The Supplier Code of Conduct applies to all suppliers and forms the basis for our supplier self-assessment and follow-up activities. This is used to evaluate ethical, environmental and social practices among our suppliers.

*Topics in our*  
**Supplier Code of Conduct**

**Human Rights and Labor Practices**

Working Hours and Labor Practices  
Child Labor and Forced Labor  
Freedom of Association and Collective Bargaining  
Indigenous People and Land Right of Communities  
Discrimination and Harassment  
Health and Occupational Safety  
Hygiene

**Environmental Responsibilities**

Contamination

**Business Ethics and Integrity**

Anti-corruption and Bribery  
Entertainment, Gifts and Personal Benefits  
Fair Competition  
Confidentiality and Intellectual Property Rights  
Conflicts of Interest  
Conflict Minerals  
Chemical Compliance

**Governance and Monitoring**

Reporting Concerns and Violations  
Non-compliance

## Saare County Business Recognition: **COMPANY OF THE YEAR 2025**

In 2025, Sigma Polymer Group OÜ in Estonia was awarded Saare County Company of the Year 2025 at the Saare County Business Recognition event. This is the highest local recognition given to companies whose activities have had a positive impact on employment, the local business environment, and the overall development of Saare County.

The award recognises companies that have demonstrated long-term stability, responsible business practices, and a contribution that extends beyond their own operations. Criteria include sustainable business performance, employment creation, and the company's role in making the region more attractive for residents, visitors, and investors.

Being selected among nominees from 13 categories and receiving this recognition is a meaningful acknowledgment of the work carried out by our Estonian team. It reflects the commitment, competence, and everyday efforts of our employees, as well as our long-term presence and development in the region.

The recognition was awarded by a collaboration of local and regional organisations, including Saare Development Center, Saaremaa Entrepreneurs' Association, Island Cooperation Council, Saaremaa Rural Municipality, Muhu Rural Municipality, Ruhnu Rural Municipality, and Visit Saaremaa.



As with previous years, this sustainability report presents our progress, ongoing initiatives, and areas where further development is needed. We have shared what we have achieved during the year, how this compares to our previous commitments, and the steps we plan to take going forward. While some targets have been reached, others require continued effort and long-term commitment.

Sustainability is an ongoing process, and we remain focused on learning, improving, and taking practical steps forward. While outcomes may develop differently over time, our ambition for continuous improvement and responsible business practices remains unchanged.

This report is published annually and is available for download at:  
[www.sigmapolymergroup.com/about-us/documents](http://www.sigmapolymergroup.com/about-us/documents)

The annual publication of our sustainability report is an important part of our sustainability work and supports transparency, follow-up, and continuous development of our actions, projects, and goals.

*Sustainability 2025*  
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*Shaped for your success*